Workplace Burnout Survey- Burnout Without Borders

Deloitte's external survey explores the drivers and impact of prolonged, unmanageable stress that may lead to employee burnout.

Professionals today are undoubtedly feeling the pressure of an 'always on' work culture, causing stress and sometimes leading to burnout.

Deloitte's external marketplace survey of 1,000 full-time US professionals explores the drivers and impact of employee burnout, while also providing insight into the benefits and programs employees feel can help prevent or alleviate burnout versus those their companies are currently offering.

The findings indicate that 77 percent of respondents say they have experienced employee burnout at their current job, with more than half citing more than one occurrence. The survey also uncovered that employers may be missing the mark when it comes to developing well-being programs that their employees find valuable to address stress in the workplace.

Additionally, the survey found that:

- **Employee burnout has no boundaries**: 91 percent of respondents say having an unmanageable amount of stress or frustration negatively impacts the quality of their work. 83 percent of respondents say burnout from work can negatively impact their personal relationships.
- **Passion may not prevent workplace stress** : 87 percent of professionals surveyed say they have passion for their current job but 64 percent say they are frequently stressed, dispelling the myth that passionate employees are immune to stress or burnout.
- **Many companies may not be doing enough to minimize burnout** : Nearly 70 percent of professionals feel their employers are not doing enough to prevent or alleviate burnout within their organization. 21 percent of respondents say their company does not offer any programs or initiatives to prevent or alleviate burnout.
- **Companies should consider workplace culture, not just well-being programs** : One in four professionals say they never or rarely take all of their vacation days. The top driver of burnout cited in the survey is lack of support or recognition from leadership, indicating the important role that leaders play in setting the tone.
- **Burnout affects millennial retention** : 84 percent of millennials say they have experienced burnout at their current job, compared to 77 percent of all respondents. Nearly half of millennials say they have left a job specifically because they felt burned out, compared to 42 percent of all respondents.

Visit our special section on Thrive Global for more insights and perspectives on stress management and burnout.

Deloitte's 2015 external workplace well-being survey found that that one-third of employees do not feel comfortable taking vacation time.

Deloitte.

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Burnout Survey

Deloitte conducted an external marketplace survey of 1,000 full-time, U.S. employed corporate professionals to understand the causes and impact of employee burnout, as well as the programs employees value most, and how organizations can do a better job of providing them.

87% of professionals say they have passion for their current job

YET...

of professionals say they frequently feel stressed or frustrated at their current job

18% everyday

32% few times a week

15% once a week

77% of professionals have experienced burnout at their current job

51% more than once

84% among those not passionate about their job

The biggest drivers of employee burnout

31% lack of support or recognition from leadership

30% unrealistic deadlines or results expectations

29% consistently working long hours or on weekends

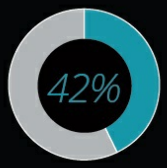
Burnout impacts professional and personal life

91% of professionals say having an unmanageable amount of stress or frustration can negatively impact the quality of their work

83% of professionals say burnout from work can negatively impact their personal relationships

66% of professionals say they frequently skip at least one meal a day because they are too busy or stressed about work

1 in 4 never or rarely take all of their vacation days



worry issues would arise if away from work

How employees deal with their burnout:

51% talk to friends or family

50% sleep or take personal time off

44% exercise

30% meditate/pray

Companies are not offering what employees value most

69% of professionals feel their employer does not do enough to minimize burnout

21%

What employees say help prevent or alleviate burnout....

flexible work options

health and wellness programs

paid time off for mental health or recuperation days

....vs. what companies are offering

32%

30%

28%

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